



SPOKANE COUNTY SHERIFF'S OFFICE
TRAINING ANNOUNCEMENT
October 11th, 2013 from 8am-4pm
SCSO Training Center



Quota-Free Police Productivity System

For Police Department, Sheriff's Office, 911 & Human Resource Personnel

It is a fundamental principle of American labor relations that employees owe their employers a full day's work for a full day's pay. Employers owe their employees a fair and objective method for defining, measuring and evaluating whether employees are living up to their responsibilities--without resorting to quotas. This course provides the necessary information and system required for employer and employees to fulfill their obligations to one another and the citizens they serve. Topics of discussion: The Seven Labor Principles of Just Cause; Case law that supports management's rights to discipline and terminate; Due process and pre-deprivation rights.

Attendees are taught:

- **Management's rights to measure and evaluate work unit productivity without establishing quotas**
- **How to defend productivity standards from the "Quota" challenge**
- **How to develop job-specific work productivity rating scores**
- **How to calculate productivity rating scores**
- **How to ensure that employees are receiving notice when they fail to be productive employees**

Students receive class outline, model forms, rules, and certificate of attendance. (Class size is limited, please register early)

Your National Instructor will be:

D.J. Van Meter Ph.D. is the principle of Van Meter & Associates, Inc. (VMA) and has spent the last 44 years in law enforcement, 15 years as a sworn officer. He has a Ph.D. in Training and Organizational Development from The Ohio State University, Columbus, Ohio and also holds a Master's Degree in Labor and Human Resource Management. He works with counsel as an expert witness, reviews discipline and termination cases and develops customized policy and procedures manuals for all public safety organizations nationwide. He is the author of the book, Evaluating Dysfunctional Police Performance: A Z-based Approach published by Charles Thomas Publishing. Dr. Van Meter is qualified in state/federal courts as an expert in law enforcement training, use-of-force, and management and operational policies.

How to Register:

P.O's, Vouchers, Claims, DOJ are accepted but does not guarantee tuition rate
Master Card/Visa Save per student with prepaid tuition.

Prepaid-tuition checks/CC postmarked by October 4, 2013

\$140 first prepaid registrant
\$120 each additional

Regular Tuition-checks/CC Postmarked October 5 & later

\$160 regular first registrant
\$140 each additional

Van Meter & Associates, Inc. (www.vmanet.com)

Training & Organizational Development for Public Safety Forces

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